

## Explanation of Alternative Minimum Salary Adjustment

February 23, 2020

Dear Pastors, Principals, and Teachers,

There have been a number of questions about the higher level steps of the salary scale that was included in the tentative agreement sent to you on Friday. This letter is to provide some clarity to the alternative minimum salary adjustment that forms a key piece of the scale model.

In order to reach a true, index-based salary scale in the Diocese of Columbus, we had to create a transitional model over the next 3 years. Because of significant irregularities in the previous salary scale model, the percent increase in this transitional model may be different for some teachers. In some cases, the new model indicated a reduction in salary – a condition that neither COACE nor the Diocese is comfortable asking of any teacher or employee.

To fix this issue, the transitional salary scale includes an alternative minimum salary adjustment. Any teacher whose salary had been projected to decrease was instead given the alternative minimum salary adjustment. This ensures that no teacher will receive a salary reduction in this new model.

If, on the new chart, a teacher would have a salary reduction from the previous year, he or she will instead get a raise of 0.5% in the first year, 0.9% in the second year, and 1.1% in the third year.

As an example, consider a teacher who currently has a *Masters +18 and is in year 24*

Their 2019-2020 base salary is **\$61,089**.

For 2020-2021: On the new salary scale, a *Masters +18 in year 25* is listed at \$53,149. Because that would be a decrease in salary from 2019-2020, that teacher would instead have a salary with a 0.5% raise from 2019-2020, which would be  $\$61,089 \times 1.005 = \mathbf{\$61,394}$ .

For 2021-2022: On the new salary scale, a *Masters +18 in year 26* is listed at \$59,759. Because that would be a decrease in salary from 2020-2021, that teacher would instead have a salary with a 0.9% raise from 2020-2021, which would be  $\$61,394 \times 1.009 = \mathbf{\$61,947}$ .

For 2022-2023: On the new salary scale, a *Masters +18 in year 27* is listed at **\$64,308**. Because that is an increase in salary from 2021-2022, that is the salary for that teacher.

In His service,



Adam J. Dufault  
Episcopal Moderator for Education  
Superintendent of Catholic Schools



Erica R. Gowitzka  
President, COACE  
Teacher, St. Michael School